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Exam Questions 1Z0-966

Oracle Talent Management Cloud 2017 Implementation Essentials

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Version: 6.0

Question: 1

Which two statements regarding candidate readiness are true?

- A. Candidates can have different readiness level ratings for each plan on which they are candidates.
- B. You can select the candidate readiness so that it displays on the succession plan and in the analytics to compare candidates.
- C. Readiness is specific to each succession planned feeds the readiness on the worker profile.
- D. The readiness level for succession plans is the same as the Advancement Readiness selection on the Career Planning portrait card.

Answer: A,B

Question: 2

You need to mass-assign goals that exist in the goal library. The requirements are as follows:

- Performance goals A1, A2, and A3 should be assigned to Manager 1's direct reports.
- Development goals B1, B2, and B3 should be assigned to Manager 2's direct reports.

Which option accomplished these requirements?

- A. Manager 1 and Manager 2 shares goals A1, A2, and A3 and B1, B2, and B3 with direct reports, respectively.
- B. The organization owner should add goals A1, A2, A3, B1, B2, and B3 so they can be accessible as organization goals.
- C. The HR Specialist selects goals from the goal library, and then assigns them to the appropriate population.
- D. Manager 1 adds goals A1, A2, and A3 and Manager 2 adds goals B1, B2, and B3 to their direct reports' performance documents.

Answer: D

Question: 3

Your client has 10 different vice-president jobs that are expected to have a high turnover rate. The client informs you that these jobs have identical or nearly identical skill sets. You are tasked with creating a succession plan, which has maximum plan strength.

Which two tasks should be carried out to fulfill your client's requirements?

- A. Select and add a limited number of internal candidates.
- B. Use the Job or Position plan type.
- C. Use the Incumbent plan type.
- D. Select and add a large number of candidates.

Answer: A,B

Question: 4



The Performance document has an approval step right after the Manager Evaluation step in a Performance process flow which also has a Self-Evaluation step. In the same performance, the option of “Evaluation activities can be performed concurrently” is selected.

What happens to the document control when the approval task is triggered and the document approver rejects the approval request?

- A. The control of the document comes to the worker’s Line Manager.
- B. The control of the document comes to the worker.
- C. The control of the document is open and whoever opens and saves the document first, the document is locked for that role.
- D. The control of the document remains with the approver until the performance document is shared.

Answer: A

Question: 5

Which three options can be controlled by Performance Roles?

- A. Competency Section
- B. Questionnaire
- C. Goals Section
- D. Goals section rating scale
- E. Competency section rating scale
- F. Performance document period

Answer: B,C,F

Question: 6

As an HR specialist, you want to mass-assign goals to workers. While assigning the goals, you selected a goal plan but did not select a goal plan period. Choose the correct option that holds true for the goal plan period in this scenario.

- A. The organization owner of the respective worker assigns a goal plan period based on the individual organization goal plan period.
- B. The HR specialist who assigned the goal plan either sends notification to workers about the goal plan period or manually populates the plan period based on the expected goal completion date.
- C. The workers populate the plan period for the goal plan based on the expected goal’s target completion date.
- D. The system determines and auto-populates appropriate goal plan and sub-period based on the goal’s target date.

Answer: B

Question: 7

Identify four correct statements that describe the Performance Template.



- A. In the performance template, you cannot specify static content, such as competencies and goals.
- B. In the performance template, you cannot edit sections in the template.
- C. In the performance template, you can edit sections in the template.
- D. In the performance template, you can select the document type, sections, process flows to use, and any additional content on which to rate workers.
- E. In the performance template, you can specify the processing rules for the document, and enter the periods for which the performance documents are valid.
- F. In the performance template, you can select the roles that can access the performance documents created from the template.

Answer: C,D,E,F

Question: 8

A specific goal from the goal library is added by a worker. Later, the HR specialist changes the status of the goal in the goal library to "Inactive". How does the system behave when the goal status is saved?

- A. It successfully saves the status without affecting the worker's goals and the goal is prevented from future copying.
- B. It throws an error saying "Goal is already in use".
- C. It deletes the goal from the worker's goals and successfully saves the status.
- D. It throws an error saying "Insufficient Privileges".
- E. It completely deletes the goal from the system.

Answer: C

Question: 9

An employee transfers from the US Sales department to the Hong Kong Sales department midway through the period covered by the US Sales Annual Evaluation performance document. The HR specialist has run the batch eligibility process for the last time after the employee transferred, making him ineligible to use the US Sales Annual Evaluation performance document. However, the organization process requires that the employee be evaluated using performance documents for both his old and new locations.

The HR specialist navigates to the Manage Worker Eligibility page, and selects the employee. Then the HR specialist clicks the Change Eligibility button, selects the US Sales Annual Evaluation performance documents, and specifies to force it eligible.

Which statement is correct about the ability of the employee and his manager to perform evaluation?

- A. Since the employee no longer meets the eligibility criteria, only the new manager can access the performance document to perform the evaluation.
- B. Even though the employee no longer meets the eligibility criteria, he and his new manager can still access the performance document to perform the evaluation.
- C. Since the employee no longer meets the eligibility criteria, the employee and his manager are not able to conduct performance evaluation in his new location.
- D. The employee and his manager can access the performance document to perform evaluation only in a new location.



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Answer: A

Question:10

Your customer requires a Mid-Year review and Annual Review for the current business process to work in Oracle Performance Management Cloud. They have a Self-Evaluation step in both the performance templates but they would like to notify the employee's manager about the completion of the Self-Evaluation step only in the Annual Review Document to reduce the mail traffic.

Which statement is correct about implementing this requirement?

- A. This notification cannot be controlled at the performance template level and once turned on will fire for the step for all the Performance templates.
- B. The Activity Name for Manager Role will be left blank for the Mid-Year review process flow.
- C. The Notify Manager check box will be deselected in the Mid-Year review template and will be selected for the Annual review template.
- D. The Notify Manager check box will be not selected in the Overall Summary section in the Mid-Year review template and this will be selected for the Annual review template.

Answer: B

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